



# pRide



FALL 1999

THE NEWSLETTER BY AND FOR

RHODE ISLAND STATE EMPLOYEES

## FALL OPEN ENROLLMENT: November 1-30, 1999 (Effective 1-2-2000)

### During the entire month of November you can:

- Change health plans, or add dependents
- Enroll in any benefit plan
- Disenroll in any benefit plan
- Waive your health coverage and receive a BONUS of \$1,300 in December, 2000
- Attend a benefit fair at an agency near you (see schedule)

Changes become effective January 2, 2000.

### Open enrollment applies to the following plans:

- All health plans (see page 12 for listing under "Helpful Telephone Numbers")
- Group Life Plan (Basic and Supplemental)
- Pre Paid Legal Plan
- Short Term Disability Plan
- Cancer Protection Plan
- Dependent Day Care
- There will be no change in benefits or contribution rates for this enrollment period.

NOTE: You may enroll or disenroll in Deferred Compensation plans at any time.

### Choices You Need to Make

Use this newsletter to review your current benefits and decide if you would like to make a change. If you are satisfied with your current benefit plans, you do not have to do anything. These benefits will continue as is. To make any change, contact your agency personnel/payroll office for the appropriate forms. For Deferred Compensation plans, contact the plans.

**IMPORTANT NOTE** — Neither Harvard/Pilgrim nor Tufts Health Care plans will be available to state employees effective January 1, 2000. If you are presently enrolled in either of these plans, YOU MUST SELECT A NEW HEALTH CARE PROVIDER DURING THE OPEN ENROLLMENT PERIOD, NOVEMBER 1-30, 1999. Call your physicians to determine if they will be participating in Blue Cross, Blue Chip, or United Health Care plans before you select a new plan. If you are currently enrolled in either the Harvard/Pilgrim PPO or HMO, benefits are essentially identical under the comparable Blue Cross/Blue Chip or United HealthCare plans. Plan descriptions and provider directories are available directly from the plans. (See page 12 of this newsletter for plan telephone numbers).

### Who is Eligible

You can participate in the benefits described in this newsletter if you are a State of Rhode Island employee regularly scheduled to work at least 20 hours per week. For the Section 457 Deferred Compensation Plan, you must be eligible for the Employee's Retirement system in order to participate. (Temporary, emergency, and seasonal employees are not eligible for coverage under these plans.) You may cover your spouse and dependent children for medical, dental and vision coverage. For medical, dental and vision care coverage, you may choose either:

- Individual coverage for yourself only, or
- Family coverage for yourself and your eligible family members
- Or, if you can certify that you have medical coverage from another source, such as through your spouse's employer, you can waive State medical coverage. In this case, you will be eligible to receive an extra \$1,300 a year in a December, 2000 paycheck. You will automatically receive dental and vision coverage

### Paying Pre-tax

If your medical plan choice requires a contribution, your payroll deductions will be paid for with pre-tax dollars. You also pay for your life insurance coverage (up to \$50,000), Cancer Protection, Short Term Disability Plan and Deferred Compensation Plan with pre-tax dollars. Pre-tax means your costs for benefits come out of your pay before federal and state income and Social Security taxes are withheld. In other words, you pay less in federal and state income and Social Security taxes. Taxes are payable in the future if you access the Short Term Disability Plan or Deferred Compensation Plan. The other eligible pre-tax benefits are never subject to tax under any circumstances.

### When You Can Make Changes

Make your benefit choices carefully. You won't be able to change them until the next open enrollment period, unless you have a change in family status. Even then, you may only make a change to your coverage that is consistent with your family status change.

### Benefits Fair Schedule

|                                     |                                     |
|-------------------------------------|-------------------------------------|
| Friday, 10/29, 11 a.m. to 4 p.m.    | Newport, Connell Hgwy, RIPTA Garage |
| Tues. 11/2, 9 a.m. to 3 p.m.        | CCRI, Conference Room West          |
| Mon., 11/8, 9 a.m. to 3 p.m.        | DOA, Conference Room A/B            |
| Wed, 11/10, 9 a.m. to 3 p.m.        | URI — Memorial Union                |
| Friday, 11/12, 9 a.m. to 3 p.m.     | DOA, Conference Room A/B            |
| Mon., 11/15, 9 a.m. to 3 p.m.       | MHRH, Arnold Conference Center      |
| Tues., 11/16, 9 a.m. to 3 p.m.      | MHRH, Arnold Conference Center      |
| Thurs., 11/18, 9 a.m. to 3 p.m.     | MHRH, Arnold Conference Center      |
| Mon., 11/22, 8:30 a.m. to 3:30 p.m. | Zambarano Hospital Auditorium       |



## FROM THE GOVERNOR'S OFFICE

### Executive Orders

| No.    | Date    | Title  |
|--------|---------|--|
| 99-2   | 3-25-99 | Literacy in the Arts Task Force  |
| 99-3   | 3-25-99 | Teacher Preparation Task Force   |
| 99-4   | 4-07-99 | Fifty States Commemorative Coin Program  |
| 99-5   | 4-08-99 | Emergency Planning   |
| 99-6   | 5-05-99 | In Amendment of Executive Order No. 30, dated July 17, 1978 (Re. Pay of Personnel of RI Army and Air National Guard) |
| 99-7   | 6-03-99 | Waiver of Entrance fees at state Beaches on Bay Day  |
| 99-8   | 6-08-99 | State of Emergency Due to High Electricity Demand  |
| 97-5.1 | 7-15-99 | Expansion of Membership of the RI Tourism Development Advisory Council   |
| 99-9   | 8-18-99 | Career and Vocational Education Task Force   |

**For more information or copies of Executive Orders, call the Office of the Executive Counsel, 222-2080, Ext. 258.**

## Workplace Worries

It appears even the newest generation of workers is confronted by one of the oldest workplace problems: sexual harassment.

According to a recent survey by Teen People magazine, 20 percent of teen girls have been exposed to sexual harassment, and boys report problems as well. The survey of 1,000 teens found that boys ages 14 to 19 account for 10 percent of sexual harassment charges filed by teens.

The survey also found:

- 65 percent were exposed directly to jokes and/or conversations about sex;
- 64 percent received repeated compliments and/or flirtations from bosses or co-workers;
- 47 percent were touched, without their consent, by bosses or co-workers; and
- 37 percent were continuously harassed for a date by bosses or co-workers.

In addition, some 40 percent of those surveyed reported that harassment occurred frequently.

— Source: *HR Executive*, 7/99.

**pRide**, the State employees' newsletter, is published by the Rhode Island Department of Administration, William E. Powers Building, One Capitol Hill, Providence, RI 02908-5860. 222-2200

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**The State of Rhode Island is an equal opportunity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 222-3990. (TDD 222-6144).**

## Governor Almond and Department of Human Services Announce New Providence Regional Family Center Opening



Governor Lincoln Almond and RI Department of Human Services (RIDHS) Director Christine C. Ferguson recently participated in a ribbon cutting officially opening the Department's new Providence Regional Family Center located at 206 Elmwood Avenue, Providence. The facility replaces two former Providence DHS offices located at 111 Fountain Street and 275 Westminster Street.

The opening of this modern, efficient facility represents the beginning of the Department of Human Services' plan to streamline its nearly two dozen separate offices into a handful of more convenient, accessible, one-stop family centers. The DHS offers programs and services including

long term care, child care, medical assistance and Rite Care, food stamps, FIP cash assistance, and a number of job training and employment-related programs designed to help families receiving public assistance find and maintain employment, and veterans assistance and rehabilitative services to well over 100,000 Rhode Islanders. A staff of nearly 200 will assist some 12,000 local residents with services in the new 75,000 square foot building.

The new telephone number for the Providence Regional Family Center is 222-7000.

— Submitted by Tracey Manni

A message to  
Rhode Island State Employees  
who are unsure about joining  
BlueCHiP.



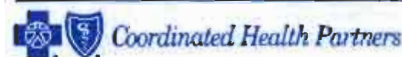
BlueCHiP is an innovative health plan with the quality and benefits that you have come to expect from Blue Cross & Blue Shield of Rhode Island. It's the plan with lots of terrific benefits.

With BlueCHiP you'll have your choice of over 2,200 of Rhode Island's top physicians. And since most participate in our other health plans, your transition to BlueCHiP is easy. You'll even have the flexibility to seek care out of the network.

With our emphasis on prevention, you'll be healthier. And, with low out-of-pocket costs, you'll be happier.

To find out more about BlueCHiP call 831-6550 or 1-800-327-6152. You can also visit our web site at [www.bchsri.com](http://www.bchsri.com)

**BlueCHiP**<sup>SM</sup>



BlueCHiP is offered by Coordinated Health Partners, Inc., a wholly-owned subsidiary of Blue Cross & Blue Shield of Rhode Island. Both are independent licensees of the Blue Cross and Blue Shield Association.

## One-Stop Career Center Opens in Providence

The Grand Opening/Ribbon Cutting Ceremony for the Providence One-Stop Career Center called NetWORKri took place in late summer. Over 90 staff and guests attended the celebration at 220 Elmwood Avenue. Guest speakers included **Robert J. Semler**, Regional Administrator from the US Department of Labor; Providence Mayor **Vincent Cianci**; Cranston Mayor **John O'Leary**; **Dr. Lee H. Arnold**, Director of the Department of Labor and Training and Executive Director of the RI Human Resource Investment Council; **Robert Palumbo** netWORKri Project Director; and **Joanne Soprano** Providence Center Manager.



L to r, Barbara A. Raynor, Director, Department of Elderly Affairs; Raymond Luther, customer; Richard Andrade, Acting Administrator, Providence/Cranston Workforce Development Office; Robert J. Semler, Regional Administrator, US Department of Labor; Cranston Mayor John O'Leary; Dr. Lee H. Arnold, Executive Director of the RI Human Resource Investment Council; Robert Palumbo, netWORKri Project Director; and Larry Davidson, Chairman, Regional Employment and Training Board.

The netWORKri Career Center is part of a national initiative to provide area job seekers with free training and job placement services under one roof. The Centers also assist employers in finding skilled workers and applying for grants and tax credits. Housed in the Providence office are Department of Labor and Training, Providence/Cranston Workforce Development staff, Department of Elderly Affairs, Goodwill Industries, Office of Rehabilitation Services, CCRI Job Corps, and the AFL-CIO.

There are currently four centers in Rhode Island: Pawtucket, Wakefield, Warren and Providence. At least two more netWORKri Career Centers are scheduled to open in the state next year.

— Submitted by Nancy Piffard

## Health and Safety Committee Reorganized



Cardillo

Governor **Lincoln Almond**, DOA Director **Dr. Robert L. Carl** and DLT Director **Dr. Lee Arnold** have recently jointly announced the reorganization of the statewide health and safety effort.

By administrative order, the Task Force for Health and Safety, created six years ago under DLT will now function under DOA as the Council for Health and Safety for State Agencies. The Council will operate under the recently developed Office of Health and Safety in DOA.

The reorganization is expected to strengthen the structure and improve effectiveness and efficiency of health and safety efforts, and bring procedural order on health and safety efforts to all state departments.

Dr. Robert L. Carl has appointed **Joseph V. Cardillo, Jr.**, Chair of the Council to work with a standing committee of representatives from all state departments. Cardillo also chairs the DOA's Health and Safety Committee. He has also been appointed by the Department of Health to the Wellness Council of Rhode Island, sitting as a voting member.

The agenda of the newly formed Council includes an assessment of the need for an official state policy on health and safety. It will monitor and evaluate department compliance with the spirit and the law on health and safety, and make recommendations to the Director of Administration for rules, regulations and policy changes when needed.

The Council has broad oversight authority over state departments in the administration of health and safety curriculum development, policy formulation as well as planning.

An important function of the Council is communicating health and safety information to employees. The Council will organize an Employee Awareness Campaign, and through a series of informal meetings, workshops, forums and periodic Council meetings, keep employees informed on state standards and policy and program trends.

The Council also serves as Health and Safety Advocate for all employees; lends support to health and safety committees; lobbies for legislation, and initiates programs and audits to insure health and safety.

To package all of this information, the Council will develop a procedural manual for health and safety. Finally, the Council will coordinate with the Office of Labor Relations on matters concerning contracts, and with the Office of Personnel Administration on personnel rules, and any recommended necessary changes for compliance with federal and state laws.

The Office of Health and Safety is located on the second floor of the William E. Powers Building within the Division of Central Services. The telephone number is 222-6460.

### Mentors Needed Could You Help Guide a Woman to a New Beginning?

#### Women's Prison Mentoring Program

Female mentors are needed for women preparing to leave prison and rejoin the community. These women are carefully screened and motivated to make their transition a successful one. They truly benefit from having a mentor who will encourage and support them as they prepare to reestablish their lives in the community. You can help by sharing your experiences and advice. If you can spend one hour a week assisting a woman in reaching her goals, please call Judith Fox at 462-3161.

Mentors from ALL backgrounds are welcome  
Minorities are encouraged to apply

For more information please call:

Judith B. Fox, Coordinator, Women's Mentoring Program  
Box 8312, Cranston, RI 02920  
401-462-3161

# Health and Safety Committee Department Representatives

## CLIP AND SAVE

| DEPARTMENT NAME                       | KEY REPRESENTATIVE  | PHONE NUMBER                     |
|---------------------------------------|---|----------------------------------|
| Administration                        | Joseph Cardillo<br>Kevin Carvalho<br>Paula Spicuzza                   | 222-6460<br>222-6429             |
| Atomic Energy Commission              | Terry Tehan   | 789-9391                         |
| Attorney General                      | Steve Falvo<br>Deborah Kiley-Zarella                                  | 274-4400 x2414<br>274-4400 x2265 |
| Business Regulation                   | No Key Representative   |                                  |
| Child Advocate's Office               | Doris Gardiner  | 222-6650                         |
| Children, Youth & Families            | Frank Gallo<br>Angelo Pizzi   | 528-3559<br>464-2278             |
| Coastal Resource Management           | Greg Baribault<br>Barbara Simmons                                     | 222-2476                         |
| Corrections                           | Keith Litchfield  | 464-1304                         |
| Developmental Disabilities Council    | Mary Okoro  | 464-2032                         |
| Economic Development                  | Peter Simone  | 222-3134                         |
| Elementary & Secondary Education      | Edward Handy<br>Rino DiMarco  | 222-4600 x2164                   |
| Elderly Affairs                       | Skip Centazzo<br>Anthony Zampa  | 222-2894<br>222-2858             |
| Emergency Management Agency           | Paul Lupoli   | 946-9996                         |
| Environmental Management              | Patricia Izbicki<br>Melanie Marcaccio<br>Paul Ricard<br>David Sheldon | 222-3897                         |
| Fire Marshal's Office                 | Anthony Marsella<br>R. Michael DiMasiolo                              | 294-0861<br>294-0861             |
| Governor's Office                     | Kathy Dennard   | 222-2080 x261                    |
| Health                                | Marie Stoessel  | 222-2438                         |
| Higher Education                      | Francis McGovern III  | 874-2618                         |
| Higher Education Assistance Authority | Carol Antonizio   | 736-1172                         |
| Human Services                        | Bethany Johnson<br>Paul Morrissey                                     | 464-2481                         |
| Judiciary                             | Robert Melucci  | 222-2506                         |

|  |  |  |
|--|--|--|
| Labor & Training                                 | Scott Bateson<br>Josephine DiRuzzo<br>Robert Lynch<br>Arlene Pilozi<br>E. Jean Severance   | 457-1852<br>222-4537<br>457-1826<br>222-3994 x240<br>222-3994 x200                           |
| Lottery Commission                               | Theresa Kiernan  | 463-6500   |
| Lt. Governor's Office                            | No Key Representative  |  |
| MHRH   | Linda Beck-Wetherell<br>Patricia Caldwell<br>Karen Grant<br>Anthony Landi<br>Gene Nadeau<br>Ron Provencal<br>Kathy Sherman<br>John Solomon | 464-2784<br>464-5335<br>464-1917<br>464-2783<br>464-3666<br>464-2495<br>464-5335<br>464-3050 |
| Narragansett Bay Commission                      | Joanne Maceroni  | 222-6630   |
| National Guard<br>National Guard State Employees | Major Denise Rooney<br>Richard Bresette  | 457-4100<br>886-1200   |
| Public Television                                | Dexter Merry   | 222-3636   |
| RI College                                       | Cyrille Cote   | 456-6201   |
| RI Turnpike & Bridge Authority                   | William E. Laurie, Jr.   | 423-0800   |
| RI Water Resources Board                         | M. Paul Sams   | 222-2217   |
| Secretary of State's Office                      | Steve Elmasian<br>Diane Clark  | 222-2357   |
| State Police                                     | Lt. Kenneth Bowman<br>Barbara Gwaltney<br>Lt. Dennis Trombley  | 444-1000<br>444-1129<br>444-1181   |
| Transportation                                   | John Marchwicki<br>Marie Marcaccio<br>Michael Scalzi, III  | 222-2468 x4324<br>222-2378 x4817<br>222-6935 x4474   |
| Treasurer's Office                               | Salvatore Lombardi   | 222-2203 x229  |

### AFFILIATES

|               |        |          |
|---------------|--------|----------|
| James Celenza | RICOSH | 751-2015 |
|---------------|--------|----------|

Revised 4/99

In the interest of health and safety, every department is required to have a Health and Safety Committee. Make note of your department's Representative. Do not hesitate to call for assistance or guidance.

## IRS NEEDS VOLUNTEERS!

The Internal Revenue Service needs volunteers to help taxpayers prepare their federal income tax returns. VITA (Volunteer Income Tax Assistance) is an IRS Taxpayer Education Program designed to assist low to moderate taxpayers who file basic tax returns and cannot afford professional help.

A free, three-to-five day training course is offered every January at locations throughout Rhode Island. Volunteers, who cannot attend training classes or for whom attending training classes is not convenient, may take the course on a self-study basis. When volunteers successfully complete the course and an open book test, they are asked to assist taxpayers, free of charge, at least 4 hours per week during the tax-filing season at a volunteer site. Sites are often located at libraries, community centers or church halls. Volunteers are placed at a site that is convenient to them.

Call the IRS Taxpayer Education Office in Hartford, CT at (860) 756-4655 to become a VITA volunteer. Or write to: IRS TPEC, 135 High Street, Stop 116, Hartford, CT 06103.



# Group Health Continuation Under COBRA

**Employees, Spouse, Spouse and Dependents:** Read carefully about continuation of health insurance benefits.

**Legal Basis:** A Federal Law – Consolidated Omnibus Budget Reconciliation Act (COBRA) requires the State of Rhode Island to offer employees and their families the opportunity to pay for a temporary extension of health coverage called "continuation coverage," when their health coverage terminates. COBRA became effective July 1, 1986. Coverage under COBRA is at a group rate for a period of time specified by law. Please refer to the chart below for details on COBRA eligibility. This notice summarizes your rights and obligations under COBRA.

| CAUSE OF LOSS OF HEALTH COVERAGE<br>(QUALIFYING EVENT)                   | WHO IS ENTITLED TO PURCHASE COVERAGE?<br>(QUALIFYING BENEFICIARY) | LENGTH OF CONTINUATION OF COVERAGE |
|--|---|------------------------------------|
| Termination or Retirement of Employee                                    | Employee & Family   | 18 Months                          |
| Reduction of Employee's Work Hours Which Causes Cancellation of Coverage | Employee & Family   | 18 Months                          |
| Employee Eligible for Medicare Disability                                | Employee, Spouse, Dependent Child                                 | 29 Months                          |
| *Death of Employee, Divorce, Legal Separation                            | Spouse & Child(ren)   | 36 Months                          |
| Employee Eligible for Medicare   | Spouse & Child(ren)   | 36 Months                          |
| *Child(ren) Ceasing to be "Dependent"                                    | Child(ren)  | 36 Months                          |

You do not have to show that you are insurable to choose continuation coverage. However, you will have to pay all or part of the premium, including a 2% administrative fee.

If you choose continuation coverage, the State of Rhode Island is required to allow you to purchase coverage which, as of the time coverage is being provided, is identical to the coverage provided under the plan to similarly situated employees or family members. Refer to the chart above.

## When Is Continuation Coverage Terminated?

Your continuation coverage will cease for any of the following reasons:

- 1) The State of Rhode Island no longer provides group health coverage for any of its employees.
- 2) You do not pay the premium for continuation coverage as agreed.
- 3) The covered employee or qualified beneficiary(ies) of COBRA elect coverage under another plan, after the COBRA election date.
- 4) Employee is entitled to Medicare after the COBRA election date.
- 5) At the end of the eligibility period.

## Who Can Answer My Questions?

Department of Administration  
Office of Personnel Administration  
Employee Benefits  
One Capitol Hill  
Providence, Rhode Island 02908-5864  
Telephone: (401) 222-3279

\*To receive this extension, you must notify the State within 60 days of the occurrence of these events.



## Got the Stock Market Jitters?

Worried about where the market's headed? Take a look at the Aetna GET Fund – Series G, available for a limited time only in an Aetna variable annuity. For more information on how you can help calm the jitters now, call:

**1-800-238-8458**

Available within the State of Rhode Island Deferred Compensation Program.

**If you have already received prospectuses for a variable annuity from Aetna, and available investment options, please refer to them for more information. If you have not received prospectuses containing more complete information, including charges and expenses, contact your investment representative. Please read the prospectuses carefully before you invest or send money.**

Insurance products issued by:  
Aetna Life Insurance and Annuity Company (Aetna),  
151 Farmington Avenue, Hartford, CT 06156  
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## Taxation Wins DOA Golf Challenge



The winning team, l to r, Peter McVay, Herve Champagne, Ernie DeAngelis and Paul McVay.

The annual Department of Administration Golf Challenge held at the North Kingstown Country Club, was won by the team representing the Division of Taxation. The winning team, at 9 under par, included **Herve Champagne, Ernie DeAngelis, Paul McVay and Peter McVay.**

The Challenge, in its ninth year, was played as a scramble format and consisted of 14 foursomes representing various divisions within the Department.

The names of the winning team have been inscribed on the Challenge Cup Trophy on display in the Atrium of the Department of Administration building.

## Deferred Compensation Plan Re-designed

The Section 457 Deferred Compensation Plan was recently re-designed by adding two former plans, Aetna and VALIC. Additionally, participants will be able to enroll in more than one plan at a time subject to the overall deferral maximum, currently to \$8,000. Participants who do enroll in multiple plans will also be able to transfer funds between plans without a penalty or fee.

Contributions are pre-taxed and assets are not taxable until a distribution is initiated, i.e. hardship or termination.

Employees who are eligible for the Employee's Retirement System may participate. Enrollment requires a minimum contribution of \$10 per pay period. Participants may start or stop contributions at any time by calling their plan directly.

## Will 1999 SECA Campaign Top 1998 Record?

The recently concluded State Employee Charitable Appeal (SECA) raised \$815,010 in donations to the United Way Campaign, exceeding the 1997 drive by more than \$79,000. Many state departments showed enthusiasm for the "Power of You" campaign, donating generously and easily surpassing the goal of \$750,000.

Will the 1999 SECA Campaign now under way top the 1998 record?

"We are looking forward to going over the top again in 1999," said new campaign chairman **Jay Lindgren**. "With the momentum generated last year, the state workers will come through again."



1998 SECA Committee members, l to r, Bernadine Sadwin, SECA Director, Rick O'Neill, Henryce Zannini, Cindy Ocneau, Debi Main, Mark Frelag, Jay Lindgren, '99 SECA Chair, and Governor Almond. Absent: Joyce Torrice, Dolores Caruolo and Christine Sullivan.

Speaking of the 1998 campaign, **Bernadine Sadwin**, Director of the SECA campaign said, "I am so proud and moved by the tremendous support, dedication and teamwork from state employees. I commend you all on a job well done."

## Women's Equality Day Observed

Women's Equality Day was observed on August 26, 1999, at a press conference held in the Atrium of the Department of Administration building.

The meeting sought to make the public aware of the importance of the right to vote. Suffragettes from the 1920's who worked for women's right to vote, were recalled. Fostering equality in all walks of life is the agenda for today's "suffragettes" and closing the wage gap, is their prime goal in the new millennium.

Dignitaries attending the conference included Secretary of State James Langevin, Senator Catherine Graziano, the RI Commission on Women Chair Jane Anthony, Human Rights Commission Executive Director Gene Booth, and various community and labor leaders who sought to lend support to this ideal.

The Institute of Labor Studies video-taped and aired the press conference on cable television. For those who missed the event, a copy of the video may be purchased from the Institute by contacting Chuck Swartz, at 463-9900.

## A Powerful Voice in a Child's Life: Become a CASA Volunteer

CASA, the Court Appointed Special Advocate Program, is currently recruiting volunteers to advocate for children who are the victims of abuse and/or neglect and therefore involved with the Department of Children, Youth and Families (DCYF) and the Family Court.

The primary goal of CASA is to try to ensure that the best interest of the child is being addressed. Among other things, CASA tries to ensure that the child is placed in a warm, safe living environment and that an appropriate permanent living situation is found for the child.

**WHO ARE THE CLIENTS?** Children between the ages of birth and eighteen that are involved with DCYF and Family Court for reasons of abuse and neglect.

**SKILLS NEEDED.** A background in social work, psychology, etc. is NOT necessary to become a CASA volunteer. We are looking for caring, objective individuals with common sense, who are able to deal with sometimes emotionally charged situations. Good communication and writing skills are important for purposes of information gathering and preparation of written reports for court. While the volunteer will establish a relationship with the child, he/she is not to assume a "big brother or big sister" role.

**COMMITMENT.** Volunteers must attend a 20-hour training session prior to case assignment. Once a case is assigned, in-service training is offered. The amount of time spent on a case varies with the complexity of the case and the child's situation (on average 10-12 hours per month). We ask that volunteers commit for a minimum of 1 year or preferably follow the case to completion.

CASA volunteers are asked to perform a very important role in the life of a child. While the role can be gratifying, it can also be heartbreaking. However, you will be a voice for a child in court.

For more information and/or an application, please contact the CASA Office, Rhode Island Family Court, at 458-3330, and ask for Tracie.

— Submitted by Tracie Jones

## Pay Equity Facts

**Pay Equity is a family issue** — Equal Pay goes right to the heart of how well women can support themselves and their families. This is about whether they can send their children to colleges and whether they will be self-sufficient in retirement.

**Pay Equity is a justice issue** — The loss of 26 cents of every dollar adversely impacts one's social standing in the community and in the lives of families. The ability to purchase services, pay for child care and health care, home ownership and property improvement, payment of taxes, and general living expenses, are all dependent on one's ability to pay.

**Pay Equity is a fairness issue** — Jobs which require comparable knowledge, skills, abilities, and working conditions, deserve comparable pay.

**Pay Equity is an ethical issue** — Ethics is what we ought to do. It is imperative to foster principles which espouse fairness, justice, and family.

# Need help with questions on planning your retirement?

## Fidelity Investments® Representatives will be on site for **The State of Rhode Island Benefits Fairs**

Come learn how **Fidelity®** can help you  
meet your retirement goals with:

- A Wide Range of Investment Options
- One-on-one Consultations
- Convenient Account Access
- Investment Education Workshops

For a listing of times and locations where you can  
meet with a Fidelity Representative,  
Call your personnel office.

**Start planning for your future today!**  
**Call Fidelity at 800-430-2363.**

For more information about Fidelity mutual funds, including fees and expenses, call or write Fidelity for free prospectuses. Read them carefully before you make your investment choices.



Fidelity Investment Tax-Exempt Services Company, Inc.,  
a division of Fidelity Investments Institutional Services Company, Inc.  
82 Devonshire Street, Boston, MA 02109

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## The Group Legal Plan

You may choose to enroll in the Group Legal Plan. The premium is \$3.16 for individual coverage and \$4.20 for family coverage per pay period.

**What the Group Legal Plan Covers:** By seeking legal advice early, you may solve simple problems before they become complicated and costly. If you join the Group Plan, you can get the assistance you need at a price you can afford. Signature Legal Care, administers the Group Legal Plan for the State. If you choose to join the plan, you and/or your covered dependents can use each of the services listed here.

**Preventative Legal Services:** There is no charge to you for preventative legal care services you receive through an independent law firm referred to as the Signature Legal Care Office.

**Other Legal Services:** These are services other than preventative legal services that you or your covered dependents receive from a lawyer. Services are limited to the amount shown on a schedule and a maximum lawyer benefit of \$17.50 per quarter hour. Not all legal charges are eligible under the plan and some are eligible only to a limited extent. Call Signature for more details about the plan.

## Life and Accidental Death and Dismemberment (AD&D) Insurance

### Basic Life Insurance

Your basic life insurance is equal to:

- Your basic annual earnings, rounded to the next higher \$1,000
- Maximum benefit: \$150,000

## Supplemental Life Insurance

If you participate in the basic life insurance plans, you may buy supplemental life insurance equal to 1 time your basic annual earnings, rounded to the next higher \$1,000.

- Maximum supplemental life insurance benefit: \$150,000
- Maximum combined basic and supplemental life insurance benefit: \$300,000

## Coverage Levels

You may choose basic life and AD&D and supplemental life insurance coverage for **yourself only**.

### Life Insurance

#### Coverage

Basic Life Insurance and  
Accidental Death and  
Dismemberment Insurance (AD&D)

**Biweekly rate per  
\$1,000 of coverage**  
\$2.446

#### Supplemental Life Insurance

| If you are: | Then your rate is: | If you are: | Then your rate is: |
|-------------|--------------------|-------------|--------------------|
| under 30    | \$0.032            | 65-69       | \$ .762            |
| 30-34       | \$0.042            | 70-74       | \$ 1.28            |
| 35-39       | \$0.042            | 75-79       | \$ 2.04            |
| 40-44       | \$0.069            | 80-84       | \$ 2.86            |
| 45-49       | \$0.115            | 85-89       | \$ 4.12            |
| 50-54       | \$0.189            | 90-94       | \$ 5.97            |
| 55-59       | \$0.318            | 95-100      | \$12.18            |
| 60-64       | \$0.494            |             |                    |

If you have any questions about the plans, call Aetna US Healthcare.

## Saving Tax Money --

**On dependent day care expenses through the State's new AFLAC FLEX PLAN.**

**It's your money:** Dependent day care for children is expensive, but you may save tax money on this cost by participating in the State's cafeteria plan. This program may help you save taxes by establishing a **flexible spending account (FSA)** for you. Here is how it works: **Without an FSA**, you pay taxes on every dollar you earn — **then** you pay for dependent care. **With an FSA**, you can set aside a portion of each paycheck for dependent day care expenses. This amount is deducted from your paycheck before taxes are calculated, so the taxes you owe should **decrease**. In other words, **you won't pay taxes on the money you spend on qualified dependent care expenses!**

A dependent care flexible spending reimbursement account covers up to **\$5,000 per year** for the cost of day care for

- dependent children under age 13 who qualify as tax dependent
- anyone claimed as a tax dependent because of physical or mental inability to care for himself/herself.

Call Aflac for more information.

## Cancer Expense Protection

**Benefits and Features:** Aflac's Cancer Expense Protection Plan pays for a multiple of benefits for internal and external cancer situations. Not only will we assist you financially upon diagnosis, we also will pay benefits for hospital confinement, radiation, chemotherapy, surgery, blood and plasma, second surgical opinions, ambulance benefits, transportation benefits, bone marrow transplant benefits of \$10,000, family lodging, extended care benefits, hospice benefits and more.

**Some important features:** • cash benefits paid directly to you • pays regardless of any other insurance • continues if employment terminates • payroll rates remain the same for your lifetime • guaranteed renewal for life with security of ownership • benefit may be individual or for all family members • premiums qualify to be deducted on a pre-tax basis.

**Wellness Benefits:** Cancer screening, mammography, and pap smear benefits are preventative benefits. Each year, Aflac will pay each covered person • \$70 per mammogram • \$50 per pap smear • \$50 for cancer screenings.

Call Aflac for premium rates.

## Short-Term Disability Insurance


**Consider the possibilities:** If a disability temporarily keeps you from earning your full-time income, how would you pay your bills during recovery? Would you have to use some of your savings? Sell some of your assets? Try to borrow money? Aflac's Personal short-term Disability insurance policy (Series A57200) may help you with a source of income if you become disabled due to a sickness or off-the-job injury.

**Monthly Benefits:** From \$700 to \$3,000, subject to income requirements. **Benefit Periods:** 6 months, 12 months, 24 months. **Elimination Periods:** Accident or injury/sickness 0/30, 30/30, 90/90 days.

AFLAC's Personal Short Term Disability Insurance is your personal income protection plan; it is designed to help close the financial gap that can be created by your being disabled.

Note: You can choose to have this insurance on a pre-tax basis. If you choose to have this coverage on an after-tax basis, the disability benefits you receive at the time you file the claim will be tax-free. If you choose to have this coverage on a pre-tax basis, the premium is tax-free and the disability benefits you receive at the time you file a claim are taxable.

Call Aflac for further information.



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  - your choice of 19 mutual funds in the State's Deferred Compensation Plan provided by American General Retirement Services
- **Well-known advisers and subadvisers**
- **Retirement and investment planning tools**
- **Educational seminars and materials**
- **Experience only a specialist can give**

**Contact your local Retirement Planning Specialist,  
Sharon Remillard, at 401-521-8666**

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**GENERAL  
RETIREMENT SERVICES**

For more complete information about VALIC and Portfolio Director, including charges and expenses, please call 1-800-44-VALIC (1-800-448-2542) to request a prospectus. For more information about AGRS and the mutual funds, including charges and expenses, please call 1-888-568-2542 for a prospectus. Please read the prospectus(s) carefully before investing or sending money. Portfolio Director is distributed by The Variable Annuity Marketing Company (VAMCO). Mutual funds are offered through VALIC Investment Services Company, member NASD. Plan Providers are The Variable Annuity Life Insurance Company (VALIC), Houston, Texas and VALIC Retirement Services Company, d.b.a. American General Retirement Services (AGRS). VALIC Investment Services Company, member NASD. Plan providers are VALIC (The Variable Annuity Life Insurance Company), Houston, Texas, and VALIC Retirement Services Company, d.b.a. American General Retirement Services (AGRS).

## The Dental Plan

You are covered under the State's Dental Plan without any contribution by you.

**Individual Coverage** — For yourself only

**Family Coverage** — For yourself and your eligible dependents, including your spouse and eligible dependent children up to age 19, or up to age 25 for full-time students. All basic care services are covered in full with no annual deductible, and some other services are covered at 50%. All services are covered up to an annual maximum of \$850. Includes a separate \$850 lifetime benefit for orthodontic (children under 19).

Call Blue Cross for additional plan information.

## The Vision Plan

You are covered under the State's Vision Plan without any contribution by you.

**Individual Coverage** — For yourself only.

\* **Family Coverage** — For yourself and your eligible dependents, including your spouse and eligible dependent children up to age 19, or up to age 23 for full-time students (age 25 if you are enrolled in an HMO).

| Covered Services  | When You Receive Care from a Network Provider   | When You Receive Care from a Non Network Provider |
|---|---|---|
| Eye Exams — 1 per calendar year for each covered person | 100%  | \$20 maximum benefit                              |
| Materials:  | You pay \$30 copayment  |   |
| — lenses  | 100%  | \$18 maximum benefit                              |
| — contact lenses  | \$18 maximum benefit  | \$18 maximum benefit                              |
| — frame   | 100% up to the State wholesale allowance. If the frame cost exceeds the allowance, you pay the wholesale difference times two | \$12 maximum benefit                              |

**NEW for this year** — VSP Members may receive laser surgery at a reduced cost.

Call Vision Service Plan for more details.

\* NOTE: No dependent coverage if enrolled under Blue Cross Classic.

## Helpful Telephone Numbers

### Medical Plans

#### Traditional Plan

Blue Cross Classic Blue

(401) 831-6550  
or 1-800-327-6152  
(401) 831-2202  
www.bcbsri.com

For hearing impaired

\*Website

## Helpful Telephone Numbers (continued)

### PPOs

Blue Cross State Blue

(401) 831-6550  
or 1-800-327-6152  
(401) 831-2202

For hearing impaired

United Health Care's Choice Plus

For hearing impaired

Website

1-800-422-1400  
1-800-587-5180  
www.uhc.com

### HMOs

Blue Cross Blue ChiP

(401) 831-6550  
or 1-800-327-6152  
(401) 831-2202

For hearing impaired

United Health Care Select

For hearing impaired

Website

1-800-422-1400  
1-800-587-5180  
www.uhc.com

### Dental Plan

Blue Cross & Blue Shield

(401) 831-6550  
or 1-800-327-6152  
(401) 831-2202

For hearing impaired

### Vision Plan

Vision Service Plan

For hearing impaired

Website

1-800-877-7190  
1-800-428-4830  
www.vsp.com

### Group Life Insurance

Aetna US Healthcare

1-800-523-5060

### Group Legal Plan

Signature Legal Plan

For hearing impaired

Website

1-800-848-2010  
1-800-952-0450  
www.legal care plan.com

### Cancer Expense Protection Plan

Aflac

Website

(401) 521-7700  
www.AFLAC.com

### Dependent Care Plan

Aflac

Website

(401) 521-7700  
www.AFLAC.com

### Short-Term Disability Insurance

Aflac

Website

(401) 521-7700  
www.AFLAC.com

### Deferred Compensation Plans

Aetna

Website

1-800-238-8450  
www.aetnafinancial.com

Fidelity

Website

1-800-430-2350  
www.fidelity.com

VALIC

Website

(401) 521-8600  
www.vrsc.com

\* Use same website for all Blue Cross plans.

**State Office of Employee Benefits**

**(401) 222-3100**

## Governor Almond Breaks Ground for New DLT Headquarters

Governor Lincoln Almond, Dr. Lee H Arnold, Director of the Department of Labor and Training (DLT) and James L. Farmer, representing the US Department of Labor, broke ground at the site of the DLT's new headquarters at Center Central in Cranston. Many city and government officials attended the event.



Due to rain, Dr. Lee Arnold, Governor Almond and James L. Farmer, break ground indoors at DLT's new headquarters.

"By moving DLT, we're creating a seamless network of state agencies that make a difference to Rhode Islanders of all ages in one centrally located area," said Almond.

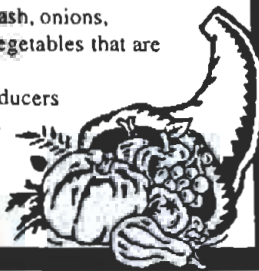
An architectural model of the proposed site was on display during the ceremony. A booklet containing a brief history of the Howard Farm was provided for guests. If you would like a copy, call DLT's Marketing/Communications unit at 222-3718.

The new offices are scheduled to open in April, 2000.

— Submitted by Nancy Piffard

### ENJOY A LOCALLY GROWN THANKSGIVING

- Bake a traditional pumpkin pie with pumpkins grown in a community pumpkin patch.
- Make applesauce out of apples you pick at a local orchard.
- Visit farmers' markets for squash, onions, potatoes, carrots, and other vegetables that are harvested in the fall.
- Check with local poultry producers for turkeys raised on pastures instead of feedlots.
- Buy freshly baked bread at the local bakery.



## State Employee Artists Receive Awards

The recently concluded Second Annual State Employee Art Exhibit, held in the Atrium Gallery at One Capitol Hill, featured the works of 55 current and retired state workers.

At a recent State House ceremony in the State Room, Governor Lincoln Almond and the Atrium Committee presented awards to eight of the participants. The 1999 Awards and their recipients are:



Second Annual State Employee Art Exhibit award recipients pictured with Governor Almond in the State Room. L to r, Mike Snitzer, Jeff Vale, Roberta Anderson, Henryce Zannini, Michael McCarthy, Karen Peterson, and C.M. Tien. Absent: Barbara Jackson.

Governor's Award: **Michael McCarthy**, DHS, "Apples" oil; **Roberta Anderson**, DOA, "Pensive Liz" photo.

Atrium Committee Award: **Barbara Jackson**, DET-retired, "Amherst" watercolor; **Mike Snitzer**, DOA, "Still Life" oil; **Jeffrey Vale**, DOA, "Canterbury, Kent, UK" photo; **Henryce Zannini**, DOH, "Field of Dreams" photo.

People's Choice Award: **C.M. Tien**, DOA, "It's Too Early to be Creative" airbrush; **Karen Peterson**, DEM, "First Night-Providence" photo.

Presented for the first time this year, the People's Choice Award was voted by visitors to the exhibit who cast a ballot for their favorite work.

The Atrium Art Committee is composed of state employee volunteers, and participation is open to all interested employees. Suggestions on improving exhibits are always welcome. Call Al Pointe at 222-2857 or Grace Beiser at 222-2079. Anyone interested in exhibiting work at the Atrium Gallery should contact Randall Rosenbaum, Executive Director, RI State Council on the Arts, at 222-3883.

The Atrium Gallery at One Capitol Hill is a joint endeavor of the Rhode Island Department of Administration and the Rhode Island Council on the Arts.

## VOLUNTEER MENTORS NEEDED

Share your experience and advice.  
Lend your support to an adult  
making the transition from Welfare to work.  
One year commitment,  
Weekly contact required.

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Dorcas Place  
273-8866

*Help make a difference in someone's life.*

## pRide in Performance

Rhode Island State Law Librarian, **Kendall F. Svengalis**, has received the 1999 Connie E. Bolden Significant Publication Award for his book, *Legal Information Buyer's Guide & Reference Manual*.

The Citation accompanying the Award describes the book as, "providing an in-depth analysis of the value of legal materials in every category and format" and, "has aided law librarians nationwide in their pursuit of a cost effective and efficient avenue to collection development . . .".

In its review of the book, *Legal Information Alert*, stated that it "includes more than 1,000 book and CD-ROM reviews arranged alphabetically in 54 legal specialty subjects, such as arts, entertainment, sports law and litigation; and contains a listing of state legal publications, and numerous appendixes . . .".

The book provides lengthy discussions on CD-ROM selections, computer-assisted legal research, legal Internet materials, and other information on acquisition and collection development for law libraries.

Since 1993, the Connie E. Bolden Significant Publication Award has been bestowed every third year on a member of the State, Court & County Law Libraries Special Interest Section who has produced a scholarly publication, with priority given to those works addressing the concerns of state, court or county law librarians.

This award follows receipt by Svengalis in 1998, of the Joseph L. Andrews Bibliographical Award, the highest honor given by the American Association of Law Libraries to works of legal bibliography.

Kendall Svengalis has been a law librarian for more than 20 years, and he has served as the State Law Librarian for Rhode Island since 1982. He is also an adjunct professor for the Library and Information Studies program at the University of Rhode Island, where he teaches a graduate course in law librarianship. He is a past president of the Law Librarians of New England and the New England Law Library Consortium, and was the editor of the *CRIV Sheet* for six years.

\*\*\*

Community College of Rhode Island Director of Athletics **Vin Cullen** has been named the winner of the inaugural National Junior College Athletic Director of the Year award by the National Association of Collegiate Directors of Athletics.

NACDA introduced the national award this year to recognize the achievements of athletic directors at the NCAA Division I, II, and III levels as well as the NJCAA and NAIA. The Association is made up of over 6,000 directors, associate directors, and assistant directors of athletics from the United States, Canada, and Mexico.

Cullen, winner of the Northeast Regional AD of the Year award in May, received his award at the NACDA Convention in June.

Vin Cullen has been the director of athletics at the Community College of Rhode Island for the past 34 years and has become synonymous with CCRI athletics. He is the founder of the college's athletics program that encompasses 15 sports remaining the only director of athletics and basketball coach CCRI has ever had. He boasts a basketball coaching mark of 631-234 and has never missed a game in his 34 years of coaching.

Cullen is a founding member of the National Alliance of Two Year College Athletic Administrators (NATYCAA), and served as its president in 1995. He is NATYCAA's liaison to the American Association of Community Colleges (AACC) and is on NATYCAA's Executive Committee. He is a former member of NACDA's Executive Committee (1977-82) and was NACDA's secretary from 1984-89.



Vin Cullen, center, Athletic Director at CCRI, receives the NACDA/Continental Athletic Director of the Year Award. Pictured with Cullen is Michael Cleary, NACDA Executive Director, and Lamar Berry, Representative of Continental Airlines.

He is currently chair of NACDA's Continuing Education Committee and is on NACDA's Honors and Awards, Inter-Association Liaison, Site Selection and Kickoff Classic Games committees. Cullen is chair of the National Junior College Athletic Association (NJCAA) Region XXI basketball, volleyball and awards committees. He had previously been on the NJCAA Region XXI Soccer Committee and the NJCAA Regional Service Bureau Director.

Cullen has been named the New England Junior College Basketball Coach of the Year 13 times; Colonial States Athletic Conference Coach of the Year 9 times; NJCAA Northeast District Coach of the Year 4 times; and was the NJCAA National Basketball Coach of the Year for Division III in 1991.

He was inducted into the CCRI Athletics Hall of Fame in 1984; Rhode Island College Athletics Hall of Fame in 1991; the Rhode Island Heritage Hall of Fame in 1994; and NJCAA Basketball Hall of Fame in 1995. He was also the recipient of NATYCAA's L. William Miller Award in 1997.

Cullen earned his bachelor's degree from Rhode Island College and his master's from Wesleyan University. He also had an additional year of graduate study at the University of Wisconsin.

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## The Providence LINK — A New Trolley System for Downtown Providence



The Providence LINK

Surely, you've heard the news by now. The trolleys are back in downtown Providence!

No, it's not the United Electric Railway (UER) reborn. It's better than that. It's the Providence LINK, a Rhode Island Public Transit Authority (RIPTA) trackless trolley circulator system that runs on compressed natural gas (CNG), the first clean fuel fleet in RIPTA's transit system.

The Providence LINK connects people to popular destinations, workplaces and other transportation services in the downtown for only \$.50 a ride. The new trackless vehicles run every 15 minutes and trolley signs clearly mark the trolley stops. People are now able to conveniently reach many key places including the financial district, Providence Place, the Jewelry District, area colleges and universities, City Hall and other government buildings, the Arcade, downtown hotels, the arts and entertainment district, the State House, area churches, the Civic Center, Veteran's Memorial Auditorium, the Convention Center, the Thayer Street retail district, Federal Hill gourmet shops and restaurants and the Fleet Skating Center.

### Expanded Services

Now, RIPTA has introduced the LINK's new Sunday service that runs from 11:00 a.m. to 6:30 p.m.

The LINK has also expanded its weekday and Saturday service. Both the Gold Line (Jewelry District) and the Green Line (Federal Hill-East Side) have extended their hours, running from 7:00 a.m. to 10:00 p.m. on weekdays and 9:00 a.m. to midnight on Saturdays.

In addition to extended hours, the Gold Line has been expanded to offer a daytime service on weekdays and Saturdays to Upper Prairie Avenue, Rhode Island Hospital the Urban League and Harvard Community Health. The Gold Line will not serve these new areas after 6:00 p.m. Monday through Saturday or at any time on Sunday, ending service at Chestnut and Point Streets.

The Gold Line which commuters can pick up at Kennedy Plaza and other Gold Line trolley stops in Providence, already makes a stop across the street from the entrance to the Providence Place Mall on Francis Street. Now services to the mall have been expanded to include the addition of Sunday services, and expanded hours on weekdays and Saturdays, and a new Saturday bus service.

### Saturday Ride n' Shop

RIPTA has also introduced Saturday Ride 'n Shop Specials.

From 10:00 a.m. to 5:00 p.m., shoppers are now able to take an express bus into Providence's Kennedy Plaza at the following locations: East Providence/Taunton Avenue Park 'n Ride; Stuarts, Route 6 Johnston; Lincoln Greyhound Park; and the Route 117 Park 'n Ride. RIPTA buses will run from these locations every hour on Saturday.

### Express Travel HOV

Still another new RIPTA program is Express Travel HOV (high occupancy vehicle) parking at the Providence Place garage, part of RIPTA's Express Travel RideShare Program.

This program provides free, customized information on carpooling, public transit options and other commuting solutions. People who have registered with the program can park in one of 500 reserved HOV parking spaces.

The LINK runs every 10 to 15 minutes and costs \$.50 a ride. Monthly passes (unlimited rides) are \$15. A roll of 10 tokens is \$4.50. Tokens and passes are available at Kennedy Plaza. All RIPTA fare products (except for transfers) are valid on the Providence LINK.

For more information on RIPTA's services to Providence Place and other RIPTA services, call 401-781-9400, 800-244-0444 or visit their web site at [www.ripta.com](http://www.ripta.com). For information on the new Express Travel RideShare Program, call 1-800-88RIPTA.

## Ethics Conference Slated for December

Hosted by the Ethics Commission and the Secretary of State, the Council on Governmental Ethics Laws will convene its annual conference in Providence, December 5-8, at The Providence Westin Hotel.

The conference offers programs on campaign finance, ethics in government, lobbying regulation, freedom of information, public financing of political campaigns and combating public corruption.

Presentations will be made by federal, state and municipal officials, and by representatives from Canada, Great Britain, Australia, New Zealand and several African jurisdictions.

Plenary speakers include White House Counsel **Charles Ruff**, Professor **Kay Harriger**, an authority on the history of independent counsels and separation of powers issues, and Professor **George Brown**, Counsel to Independent Counsel Donald Smalz. Other featured speakers will be former Massachusetts Governor **Michael Dukakis**, **Kellyanne Fitzpatrick**, pollster and CNN political analyst, and **Dr. K. Afari-Gyan**, Executive Secretary of the Association of African Election Authorities.

Panel sessions will address campaign finance issues such as independent expenditures and third party advocacy, public financing of campaigns, and the role public financing can play in third party candidates. Prosecution and enforcement programs for combating political corruption and voting fraud will be outlined.

Public access to government information, the use and protection of information in the health care industry and the challenge of keeping government open and accessible in the age of the Internet, will highlight FOIA sessions. Other sessions will focus on lobbying and the regulation of lobbyists.

For more information on the conference, call the Ethics Commission at 222-3790.

### STATE OF RHODE ISLAND AND PROVIDENCE PLANTATIONS

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